

ARTICLE 3.09 JOB SHARING

CURRENT LANGUAGE:

The City will make reasonable accommodation for an employee in a regular position who desires to share his or her job with another qualified employee or eligible person. Jobs may be shared on an hourly or daily basis. All legally permissible benefits will be pro-rated. Each employee shall be notified in writing by the Appointing Authority (as defined in the City Charter) at the time of the appointment and such notification will clearly define the benefits to which each employee is entitled.

Concern: There is no current, identifiable problem with the interpretation and application of the language or policy on Job Sharing. Therefore, there is no reason to make any substantive changes.

Union Counter-Proposal:

The City will make reasonable accommodation for an employee in a regular position who desires to share his or her job with another eligible and qualified employee ~~or eligible person~~. Jobs may be shared on an hourly or daily basis. All legally permissible benefits will be pro-rated. Each employee shall be notified in writing by the Appointing Authority (as defined in the City Charter) at the time of the appointment and such notification will clearly define the benefits to which each employee is entitled.

Results: Agrees with the City to write one sentence more cleanly. But, otherwise, makes no changes.

TENTATIVE AGREEMENT

UNION

MANAGEMENT